

Vic Baxter

A broad spectrum management consultant drawing on many years of senior management experience in exploration, design and construction in the offshore industry. Following early engineering careers with Hawker Siddeley, Vickers Offshore and Shell, Vic entered the field of human resource management in the 80's., moving on to Organisational Development in the early 90's. Since then he has headed up the inception of a range of initiatives in a number of Technologies within the Oil and Gas Sector; managed a number of change programs for a six of the original seven oil majors, five of the medium sized independents and several of the micro independents, as well as a number of technology organisations, voluntary and public sector organisations at both national international levels. Director – Aberdeen for Right Associates in the mid 90's, a global change management provider, he went on to accept the leading role in Drake Beam Morin's Aberdeen office between 1999 and 2004. He now heads up Business Workout Limited, having been a director since its inception in 1997.



Principles

To add value through the provision of:

- ✦ **People:** appropriate to your business, on whatever basis can be mutually agreed – staff or contract, short term or permanent, executive or advisory
- ✦ **Products:** intermediate or leading edge, turnkey or partnered, proprietary or licensed
- ✦ **Services:** collaborative or outsourced, shared or exclusive, local or international
- ✦ **Know How:** retained or passed on, generic or proprietary, phased or fast track

Aims

To match needs with resources, short – medium and long term; develop venture partners; prosper from collaboration

Specialisms

- ✦ Intrinsically innovative
- ✦ Wide network
- ✦ Ability to relate at all levels
- ✦ Resourceful and solutions oriented

Relevant Experience

- ✦ Embraced design, manufacture, commissioning, operations and maintenance engineering
- ✦ 3 postings at strategic/board level, including 15 years of own companies
- ✦ Use of psychometric tools to support personal change in individuals & organizations